



**AGREEMENT**

**BETWEEN THE BOARD OF EDUCATION FOR**

**WILMINGTON SCHOOL DISTRICT 209-U**

**WILL COUNTY, ILLINOIS**

**AND THE**

**WILMINGTON COUNCIL, AFT-LOCAL 604**

**AFT-IFT, AFL-CIO**

**2021-2022**

**2022-2023**

**2023-2024**

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**ARTICLE 1  
PREAMBLE**

This Agreement is made and entered by and between the Board of Education of Wilmington District 209-U, Will County, Illinois, hereinafter referred to as the "Board" and the Wilmington Council, American Federation of Teachers - Local 604, AFT-IFT, AFL-CIO, hereinafter referred to as the "Union."

**ARTICLE 2  
RECOGNITION AND SCOPE**

The Board of Education of 209-U, Wilmington, Will County, Illinois, hereby recognizes the Wilmington Council, AFT Local 604, AFT-IFT, AFL-CIO as the sole and exclusive bargaining agent with respect to wages, hours, and terms and conditions of employment for all full-time and part-time regularly employed certificated personnel, except the superintendent, building principals, district media services supervisor, assistant principals, curriculum director, teacher aides, paraprofessionals, substitutes, confidential employees, business manager, technology directors, non-certificated nurses, and any other personnel involved in teacher evaluation other than consulting teachers selected pursuant to Section 24A of the School Code.

Certificated personnel are defined as teachers, certificated school nurse(s), librarian(s), school counselor(s), and vocational coordinator(s), hereinafter referred to as "Teachers."

The wages, hours and terms and condition of employment for part-time teachers shall be bargained at the time of employment except for teachers who have not been employed prior to December 1, 1990. No benefits shall be provided in the form of paid leave, plan time or insurance if the full-time equivalency of their employment is less than two-thirds (2/3).

This contract supersedes all other contracts and past practices; however, past practice shall remain a consideration if not covered specifically in the contract.

**ARTICLE 3  
FAIR REPRESENTATION**

The Union agrees to represent equally and without prejudice all members of the bargaining unit for purposes of negotiations with the Board concerning terms and conditions of their employment.

**ARTICLE 4  
INDEMNITY**

The Union acknowledges that the terms contained in this Agreement are the result of full, frank, and arms-length negotiations between the parties. Accordingly, the Union assumes equal responsibility for the inclusion of each and every provision in this Agreement.

The Union agrees to co-indemnify the Board and its officers, agents, and employees against any and all claims, demands, suits and judgments (including the costs of defense associated with the same) arising from any claim that any of the provisions of this Agreement violate federal, state or local laws, rules, or regulations.

**ARTICLE 5  
CONFORMITY TO LAW**

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction or an administrative agency or in the event that Congress, or the Legislature enacts a law, or an administrative agency renders a ruling in conflict with any article, section, or clause of this Agreement, said article, section or clause shall be automatically deleted from this Agreement to the extent that it violates said law or ruling, but the remaining articles, sections, or clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted article, section, or clause.

**ARTICLE 6  
NO STRIKE CLAUSE**

The Union agrees that there shall be no strike, withholding of services, or other refusal to render full and complete service to the Board during the term of this Agreement.

**ARTICLE 7  
MANAGEMENT RIGHTS**

The Board retains and reserves the ultimate responsibility for proper management of the School District conferred upon and vested in it by the statutes and Constitutions of the State of Illinois and the United States, including but not limited to the responsibility for and the right:

**A.** To maintain executive management and administrative control of the School District and its properties and facilities and the professional activities of its employees as related to the conduct of school affairs.

**B.** To hire all employees and, subject to the provisions of the law, to determine their qualifications, and the conditions of their continued employment, or their dismissal or demotion, their assignment, and to promote and transfer all such employees.

C. To establish programs and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, all as deemed necessary or advisable by the Board.

D. To delegate authority through recognized administrative channels for the development and organization of the means and methods of instruction according to current written Board Policy or as the same may from time to time be amended, the selection of textbooks and other teaching materials, and the utilization of teaching aids of all kinds.

E. To determine class schedules, the hours of instruction, and the duties, responsibilities and assignments of teachers and other employees with respect thereto, and non-classroom assignments.

F. The Union and the Board waive any right to negotiate any term or condition of employment during the term of this Agreement except by mutual written consent. The exercise of the foregoing powers, rights, authorities, duties, and responsibilities by the Board shall be limited by the specific and express terms of this Agreement.

## **ARTICLE 8 NON-DISCRIMINATION**

Neither the Union nor the Board shall discriminate against any member of the bargaining unit on the basis of race, creed, color, sex, marital status, ethnic background, geographic origin, or handicap. In the event any member of the bargaining unit commences a proceeding in any state or federal court or administrative agency against the Board or any of its members charging the Board or any of its members with the violation of any of the rights enumerated in this Section, such remedy shall be exclusive, and the said member shall be barred from invoking any other remedy which may be provided for in this Agreement.

## **ARTICLE 9 TEACHER-ADMINISTRATION-BOARD (TAB)**

The Board shall recognize the Teacher - Administration - Board Committee.

The TAB Committee shall be comprised of a selected teacher representative from each attendance center and two representatives at large recruited by the Union, (one of whom shall be the Union President), a board member, and all administrators.

The Committee shall meet at least four times during the year, and additionally as agreed upon, to discuss issues of mutual concern such as, but not limited to, curriculum, articulation, textbook selection, in-service training programs, work load, and any other topic which any of the parties deem a fit subject for discussion. The agenda and meeting dates shall be mutually determined by the superintendent and Union President prior to these meetings.

Nothing in this Section shall be construed to permit the TAB Committee to consider items pertaining to negotiations. TAB Agendas may include discussion of contractual items for purposes of clarification, but not for purposes of negotiations.

**ARTICLE 10**  
**INFORMATION, COMMUNICATIONS, USE OF EQUIPMENT**

A. The Board agrees to furnish in response to reasonable written requests all available public information already received, completed, or compiled concerning the District such as, but not limited to, annual financial reports and audits, annual budgets, agenda and official minutes of all Board meetings, the treasurer's reports, and updated Board Policy manuals, provided that any extraordinary costs of preparing such information shall be borne by the Union.

B. Names, addresses, and telephone numbers of newly hired teachers who consent thereto shall be provided to the Union within fourteen (14) days of approval of their contracts by the Board.

C. Nothing in this Section shall be determined to require the disclosure of information which is prohibited by law or deemed privileged there under including, but not limited to, communications between the Board and legal counsel or confidential information regarding teachers.

D. The Union shall be permitted to post notices of its activities and matters of Union concern on teacher bulletin boards, at least one of which shall be available in each building for such purpose.

E. The Union shall be permitted to use school mailboxes and/or email for communications to teachers, provided no additional cost is incurred by the District.

F. The Union shall be permitted use of school buildings for Union meetings, provided that such meetings are scheduled through the building office and that when special services are required, the Board may make a reasonable charge. It is agreed that such meetings shall not interfere with or interrupt normal school operations.

G. The Union shall be permitted, upon advance reasonable request, to use the District copying equipment (District will provide operator), computers, typewriters, and audio-visual equipment provided that such use shall not interfere with the District's use thereof and provided further that the Union shall reimburse the District for actual cost thereof.

**ARTICLE 11**  
**SCHOOL CALENDAR**

Annually, the Board agrees to adopt a school calendar which shall provide for a minimum number of days required by law; there shall be imposed no maximum on said adopted calendar by reason of this section. The Union agrees to submit recommendations relative to such calendar to the superintendent annually by February 1.

Teachers shall be paid for one hundred eighty (180) days of service. Should any teacher be required to work in addition to 180 days, he/she shall be paid a sum equal to 1/180 for each such day. Any

docking of a teacher's pay shall be computed by the same formula. For school counselors, the Board will determine how many days, if any, will be worked in the summer and who will work them. Then, the principal and counselors will agree to the specific seven-hour, thirty-minute days to be worked. Only if a teacher/school counselor works seven hours and thirty minutes in a workday will he/she be paid at the per diem rate of pay for that day. For days less than seven hours, thirty minutes, the hourly rate listed in Appendix B will be used.

Nothing in this section shall be interpreted to require payment to any teacher who works beyond the last day scheduled in the adopted calendar, so long as such work does not exceed an annual school term of 180 days.

The payment of additional compensation required hereunder shall not apply to any summer school offered by the Board for which teaching is voluntary. In such cases, pay, therefore, shall be set unilaterally by the Board.

Should the Board decide to adopt a calendar which requires work in excess of 180 days for all teachers, the Board and the Union shall negotiate the terms of the same.

## **ARTICLE 12 WORKDAY**

**A.** The normal workday for teachers shall consist of a maximum of seven and one-half (7-1/2) hours each school day inclusive of a duty-free lunch as required by law, except as provided herein.

**B.** Each teacher shall be granted a minimum of one-hundred fifty (150) minutes of unassigned time for planning, each week. Each teacher shall be granted at least thirty (30) consecutive minutes of unassigned time for planning each school day unless prevented by special assemblies, field trips, shortened schedules, or other unavoidable and/or unforeseen events. The foregoing minimum planning time and maximum demand time may not be changed absent mutual, written consent of the parties.

**C.** Counselors shall schedule, with the approval of the building principal, their preparation time at the beginning of each semester. Thereafter, except in cases of emergency and provided the building principal consents, such planning time shall not be changed. Counselors shall not be assigned to substitute teach other than during scheduled planning time and, in such event, shall be paid according to Article 14.

**D.** Any assignment of teachers for extra-curricular activities shall be made pursuant to Article 37 and the Extra-Curricular Schedule, each such teacher to receive the appropriate pay therefor.

**E.** Faculty meetings, school improvement meetings, department meetings, grade-level meetings, subject-area meetings or curriculum meetings shall be scheduled as needed but not to exceed four (4) per month and shall be no longer than one and one-half (1-1/2) hours. Meetings may be scheduled before or after the normal school day. Before school meetings will not begin earlier than 6:45 a.m. After school meetings will begin as soon as possible after student dismissal, but in no case will they begin later than 3:30 p.m.



When requested by parents, teachers will be available before or after the normal workday for conferences with students/parents.

During the duration of this contract, should the Board receive notice from the State Board of Education of its intent to formally audit school improvement plan(s) for an attendance center, then during the school years prior to such formal audit, the number of mandatory meetings per month shall be increased for such school year to five (5) per month, cumulative.

**F.** Teachers may leave the building only during lunch periods unless permission is received from a building administrator.

**G. Parent/Teacher Conferences:** During the week immediately preceding and the week immediately following Parent/Teacher conference day, the principals at the elementary schools will have the flexibility to authorize teachers to meet with parents before and after contractual time; this includes “swapping minutes” in the morning and afternoon. This practice will not result in permanent adjustments to the regular working day of any staff member as described in the current bargaining agreement.

**H. Altered contractual day:** If a teacher has to have his/her contractual day altered to monitor the Breakfast Program or any other program as per the direction of the building Principal, the teacher’s contractual day could be changed to accommodate monitoring the additional program.

**I. Extension of Days:** If members of the administration determine that additional days are needed by the librarians, certified school nurses, and/or social workers to complete the work critical to the functioning of the School District, the administration will make a recommendation to the Superintendent requesting the number of work days necessary to complete said work. If approved by the Superintendent, who shall have sole discretion subject to the Board’s approval, said employees shall work said extra days and will be compensated per hour as per Appendix B of the Contract. Timesheets shall be completed prior to the processing of payment.

## **ARTICLE 13 ASSIGNMENTS, VACANCIES, AND TRANSFERS**

### **A. Assignments**

**1.** A teacher may request in writing to be assigned or not to be assigned to any position. Such applications shall be submitted to the superintendent or his/her designee, stating the reasons therefor.

**2.** Teachers shall be notified, in writing, by the last day of a school year of their building and teaching assignment including grade level and subject area for the coming year, except in cases of emergency.

Every effort shall be made to recruit qualified volunteers for extra-curricular activities prior to notification. When necessary to hire teachers for extra-curricular activities, such hiring shall be

filled in accordance with ARTICLE 33. The Superintendent or his/her designee shall attempt to hold a conference with the teacher prior to a change in the assignment. The final decision in the matter shall be made by the superintendent, and he/she or his/her designee shall give said teacher the decision in writing. If a teacher is notified of a change in assignment after August 1, the teacher may resign without penalty.

## **B. Vacancies**

1. A vacancy is defined as an open position resulting from a resignation or termination from employment or a new job classification for a position within the bargaining unit.

2. The Superintendent shall make available a listing of vacancies that exist in the district as they occur. Such notification shall be made known through notices placed in a specifically designated location in each building and at one (1) specific location in the District Office. The Superintendent shall also provide to the Union president notice of all vacancies as they occur in all schools. No vacancy shall be filled, except in case of emergency or except on a temporary basis, until notice of such vacancy shall have been given to the Union president for at least ten (10) days. During summer vacations, any vacancy notices will be sent to teachers by the Union president or his/her designee, and notices need not be posted in places other than the district offices.

3. Teachers may apply when a vacancy exists. Such application shall be in writing and shall be submitted along with current transcripts and teaching certificates to the superintendent or his/her designee.

4. Any bargaining unit member applying for a vacancy shall be interviewed for the position.

## **C. Transfers**

### **1. General**

a. A transfer is defined as a change in position from one building to another, from one area of certification to another, and at the elementary level from one grade level to another.

### **2. Voluntary Transfer**

a. A teacher requesting a voluntary transfer in order to fill an existing vacancy shall make his/her request known in writing each year to the Principal and to the Superintendent's office. Such written requests should include the building, position desired, qualifications, reason, and any other information the teacher deems pertinent. These requests may be submitted at any time a vacancy occurs.

b. When filling vacant positions, it is acknowledged that the Board has the responsibility upon the recommendation of the Superintendent and the Principal of the Building to evaluate qualifications and to make final judgments. Criteria for

evaluation shall include an individual's experience and education, as these relate to district needs, the quality of past teaching performance, and district seniority. When all other factors are judged to be equal, seniority shall be utilized as the final and determining factor by the administration in making recommendations for voluntary transfer.

### 3. Involuntary Transfer

- a. The administration will attempt to avoid involuntary transfers. In the event of involuntary transfer, upon the request of the teacher, the principal(s) involved, the teacher and the Union President shall meet and discuss the reasons for such transfer. After that meeting, upon the request of the teacher, the superintendent, the teacher and the Union President shall meet and discuss the reason(s) for such transfer.
- b. In the event it becomes necessary to make an involuntary transfer the least senior qualified teacher(s) within the district shall be transferred.

## ARTICLE 14 HOURLY RATE DUTIES

Every effort shall be made to secure qualified substitute teachers to assume the duties of regularly employed teachers in their absence. Should it be necessary for a Teacher to substitute for an absent Teacher by surrendering his/her planning time, the rate of pay shall be \$33.50 a clock hour for the duration of this contract, prorated to the nearest tenth of an hour. All duties paid by an hourly rate, Drivers Ed, Tutoring, A.C.T. Course, H.S. & M.S. Detention, Period Subs, curriculum work, extended contracts, instructional leadership, etc. will be paid \$33.50 for the duration of this contract a clock hour.

## ARTICLE 15 ACADEMIC FREEDOM

Historically, the Board has respected the role of the classroom teachers and protected their right to carry out their duties. The Board has protected the educational program and the teacher from undue influence of any special-interest group to the end that the education of the youth of this community is based upon the free exchange of information which is, in turn, based upon factual knowledge.

In the event of adverse criticism of the School District of books, teaching methods, or materials used in the School District, and petitions for censorship, removal, or expurgation of content deemed by a critic to be offensive on moral, political, religious, or other grounds, the procedure for addressing the same shall be as follows:

- A. Complainants should discuss said complaints in the following order.
  1. Teacher
  2. Teacher and Principal
  3. Teacher, Principal, and Superintendent

**B.** Any such criticism shall be submitted to the superintendent and shall be in writing and signed by the complainant. A copy of the written criticism shall be delivered to the teacher involved.

**C.** The Teacher, with a representative of his/her choosing, shall meet with the author of any criticism and the superintendent or his/her designee.

**D.** If not resolved by Steps A, B, & C and the Board wishes to review the criticism with the Teacher or the Teacher wishes to review the criticism with the Board, the Teacher and the Teacher's representative shall be present and be allowed to speak in defense at such review.

**E.** Unless a meeting takes place between the Teacher and the Principal or the Superintendent, no reference to any such criticism shall be entered in the Teacher's file and it shall have no weight in a Teacher's final written evaluation. Only the Superintendent and the Principal shall be allowed to add any such criticism to the Teacher's file.

## **ARTICLE 16 GRADES**

Teachers shall have the responsibility of assigning grades to students. Should an Administrator determine, in his/her sole discretion, that a grade should be changed, the Administrator shall recommend the change to the Board or its designee for consideration.

The Teacher whose grade(s) is/are affected shall have the right to make a presentation to the Board or its designee prior to Board determination.

In the event of a grade change determined by the Board or its designee, notice shall be given to the parent that the grade was assigned by Board determination.

## **ARTICLE 17 TEACHER EVALUATION**

The Teacher evaluation process will follow all rules and regulations as presented in the Performance Evaluation Reform Act (PERA) of 2010.

A district-wide, representative evaluation committee consisting of classroom teachers, building administrators, district administrators, and local Union leadership will be developed to meet regularly throughout each school year to review, discuss, and make recommendations to the joint committee regarding issues related to all aspects of Article 17.

The evaluation form must be presented to the Teachers being evaluated at the beginning of the school year. A pre-conference must be held prior to the evaluation. The evaluation form must be provided to the Teacher prior to the post conference (no time limit). The District will continue to work toward an increased continuity among the buildings.

## **ARTICLE 18 GRIEVANCE**

A grievance is defined as a complaint or claim by a Teacher or the Union that there has been a violation, misinterpretation, or misapplication of any provisions of this Agreement.

The Board acknowledges the right of the Union to assist a grievant at any level of the grievance procedure if it obtains the consent of the grievant, and the Union to receive assistance as desired in any step of the grievance procedure. Failure of any Employee or the Union to act on a grievance within the prescribed time limits will act as a bar to any further appeal and an Administrator's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual consent. At any state of the grievance procedure, the grievant may be represented by an officer of the Union.

A grievance involving the act of any Administrator above the building level shall initially be filed at Step 3 of the grievance procedure after the grievant first having consulted the Administrator involved, but no later than twenty (20) business days after the occurrence giving rise to the claim.

**Step 1:** A complaint shall first be discussed with the object of resolving the matter informally. If the matter is resolved and a Union representative was present at the adjustment of the complaint, the Principal shall not inform the Union president of the adjustment.

**Step 2:** If the grievance cannot be resolved informally, the grievant shall present the grievance in writing to his/her immediate supervisor no later than twenty (20) business days after the occurrence of the claim or complaint. The supervisor will arrange for a meeting to take place within five (5) business days after receipt of the grievance. The aggrieved party, the immediately involved supervisor and any person whose assistance they request, shall be present for the meeting. The supervisor will then within five (5) business days after the meeting, provide the aggrieved party and the Superintendent with a written memorandum setting forth the disposition of the grievance. Such memorandum shall contain reasons upon which the disposition of the matter was based.

**Step 3:** If the grievant is not satisfied with the disposition of the grievance at Step 2, or if Step 2 time limits expire without the issuance of the supervisor's memorandum, the grievant shall present the grievance in writing to the Superintendent within ten (10) business days. The Superintendent shall arrange for a meeting to take place within five (5) business days after receipt of the grievance. The Superintendent shall conduct the meeting with the same parties being present as were present in Step 2. Upon the conclusion of the hearing of the grievance, the Superintendent shall have ten (10) business days in which to provide his/her written decision to the grievant.

**Step 4:** If the grievant is not satisfied with the disposition of the grievance at Step 3, or if Step 3 time limits expire without the issuance of the Superintendent's decision, the grievant may refer the grievance within ten (10) business days to the Board of Education. Upon receipt of the request, the Board of Education shall schedule, within thirty (30) calendar days, a closed session hearing on the grievance, and shall promptly thereafter render its decision in writing.

**Step 5:** If the grievance is not resolved satisfactorily at Step 4, there shall be available an additional step of impartial, binding arbitration. The grievant may submit, in writing, a request to the Superintendent within ten (10) business days from receipt of the Step 4 answer. The arbitrator shall be selected from the American Arbitration Association in accordance with their voluntary labor tribunal rules.

Each party shall be entitled to representation and witnesses. The arbitrator shall have no power to amend, modify, ignore, add to or subtract from the terms of this Agreement, nor to make any award void or prohibited by law, statutory, or decisional.

The cost of the arbitrator shall be borne equally between the aggrieved party and the school district. Should either party request a transcript of the proceedings, that party will bear the cost of the transcript. The arbitrator's decision shall be final and binding upon the parties. His/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

A business day is defined as a day on which the School Administration Office is open for business, unless the Superintendent of Schools is absent for whole days for sickness, personal, professional, or vacation purposes, when such time limits shall abate.

Should the investigation of any grievance require, in the judgment of the Superintendent, that an employee be released from his/her regular assignment, he/she will be released without loss of pay or benefits.

The Board agrees not to take any reprisal against any person for his/her participation in the grievance process. The Union agrees to take no reprisals against any person because of his/her participation or refusal to participate in the grievance process.

Furthermore, should any member of the bargaining unit commence an action against the Board and/or any of its members individually or collectively, before any State or Federal Administrative Agency, Court, or Tribunal, charging the Board or any of its members as aforesaid with any alleged violation of any of the rights granted to or enumerated herein, said proceeding shall act as a bar to the commencement of further proceedings of any grievance filed herein which alleges as its subject matter any violation of any rights specifically enumerated herein.

The final determination of a grievance at any step shall be included in the interested Teacher's(s') official Board file.

## **ARTICLE 19 SENIORITY**

If the Board of Education honorably dismisses Teachers, it shall follow the provisions of law in such reduction of staff.

In the development of the Seniority List, among Teachers in contractual continued service, length of service shall be computed by the date the Board approved employment or the date services began, whichever date is earlier.

Commencing with the 1984-85 school year, unpaid leaves of absence of one semester or longer shall not count for purposes of continuing seniority credit.

In the event of equal seniority in the district, ties shall be broken according to

- 1) length of service in education,
- 2) highest degree earned,
- 3) number of graduate hours attained,
- 4) the drawing of lots.

Recall rights shall be as required by law.

## **ARTICLE 20 PERSONNEL FILES**

Teachers shall have access to their personnel files as may be provided by law. Such includes the following:

- A. Official Board File:** Only one official Board file shall be kept for each Teacher that relates to job performance. However, confidential medical records and medical information shall be kept in a separate file accessible only to the Superintendent or his/her designee who is accounts receivable/payroll clerk.
- B. Timely Insertion:** All material to be placed in the official Board file shall be inserted in a timely fashion.
- C. Right of Access:** Every Teacher shall have access to all material in his/her official files during normal working hours upon reasonable written request.
- D. Right of Privacy:** Neither a Teacher's file nor any of its contents shall be copied or otherwise made known to other persons without the Teacher's permission either during or after his/her service in the school district, provided, however, that such file shall be available to the Board, the Superintendent, and the Teacher's Principal to whom he/she is responsible and shall be otherwise disclosed pursuant to law.
- E. Right of Copy:** Every Teacher shall be given a copy of any material added to his/her official Board file in a timely fashion. Every Teacher shall have the right to be furnished a copy of any or all file material.

**F. Right of Addition and Attachment:** Every Teacher shall have the right to add any material to his/her official Board file and to attach dissenting or explanatory material to any document or other piece of material in the file.

**G. Normal Working Hours:** Defined as those hours when the School Administration office is open for business.

## **ARTICLE 21 LEAVES**

### **21.1 Sick Leave**

Each Teacher shall be granted fifteen (15) sick days to be used in conformance with the law. (If TRS allows under the new contract.)

Sick leave shall be used in cases of personal illness, quarantine at home, or serious illness or death of anyone residing in the household or immediate family, or birth, adoption, or placement for adoption. Immediate family is defined as spouse, children, parents, stepparent, brothers, sisters, grandparents, grandchildren, great-grandparents, parents-in-law, brothers-in-law, sisters-in-law, legal guardian or anyone residing in the household.

Unused leave shall accumulate to four hundred forty (440) days.

At the beginning of each school term, each Teacher shall be notified of his/her accumulated sick leave.

When leaving the District, the District will pay a retiring Teacher \$25 per day for sick days accumulated which are not used for sick leave or retirement up to eighty-five (85) days after the Teacher's retirement so long as no TRS penalties are incurred by the District. The money will be paid on the first payroll date in October after the Teacher's last working day in District 209U.

If the employee leaves the District and returns, the original days will not be re-instated. These days are only days that are earned in the Wilmington School District during consecutive years.

### **21.2 Bereavement Leave**

In the case of death of a member of the immediate family (as defined in 21.1 Sick Leave) Teachers may use a maximum of three (3) days of absence per year at full pay. One (1) of the three (3) days may be used for someone not included as immediate family.

### **21.3 Paid Personal Leave**

All Teachers shall be granted a maximum of two (2) days of leave for personal business during each school year without loss of pay; unused personal days are added to accumulated sick leave. Upon request of the Teacher, one unused personal day may be rolled over to the following year with a cap of three (3) personal days per year.

Personal business is defined as business of a personal nature which cannot be conducted at a time not in conflict with the Teacher's regular school day or an emergency over which the Teacher has



no control and which requires immediate attention. Except in cases of emergency, personal leave will be granted contingent upon the availability of substitute Teachers.

As a general rule, the intent of personal leave is not to extend vacation or holiday periods, but in emergency situations such request will be considered for approval by the Superintendent.

Notice of such leave shall be given as far in advance as possible. In giving notice of such leave or immediately upon return to school from the leave, if the leave was for an emergency, the Teacher shall complete the special leave request form.

#### **21.4 Professional Meeting Leave**

Teachers may apply in writing to the Principal for permission to attend professional meetings and workshops. Within budget constraints and in the sole determination of the Superintendent, together with the Principal's recommendation, permission to attend such meetings may be approved either at no loss of pay and/or with reasonable reimbursement for the cost of the same.

The Union President or his/her designee shall be released without loss of pay for a maximum of six (6) days per school year in total, taken in no less than one-half day increments, in order to attend to Union business provided, however, the Superintendent is given at least one week notice (except in cases of emergency) and provided further that the Union shall reimburse the District for the actual cost of substitutes.

#### **21.5 Parental Leave**

Nothing in this article shall be inconsistent with the Family and Medical Leave Act. For the purpose of using sick days concurrently with an FMLA leave, pregnancy will be considered as the same as any other illness. Further, spouses will be accorded all rights due them under the Family and Medical Leave Act in regards to pregnancy, birth, or adoption of a child.

#### **21.6 Leaves of Absence**

**A.** The Board of Education may grant leave of absence for purposes other than specified herein. Such leave may be for the balance of the current school term and one (1) additional full school term and shall be without pay and benefits unless otherwise specified by the Board. All requests for leave shall be made on a form provided by the Administration sixty (60) calendar days prior to the anticipated leave. The Superintendent in his/her discretion may waive the sixty (60) day notice in emergency situations for good cause shown, and any such waivers shall not be precedential in any respect. Reasons for the Board considering such leaves may be as follows:

1. Exchange teaching programs in other states, territories, countries;
2. Formal approved education programs designed to acquire additional course credit that is related to a Teacher's current assignment as solely determined by the superintendent;
3. Foreign, military, or governmental sponsored programs;
4. Cultural travel or work programs related to professional activities;

5. Campaigning for a public office to the extent necessary for such activities;
6. Serving in a public office;
7. Other good reasons as determined solely by the Board.

The Board of Education may grant leave of absence for health and hardship reasons. Such leave may be for the balance of the current school term and one (1) additional full school term and shall be without pay and benefits unless otherwise specified by the Board. All requests for leaves shall be made on a form provided by the Administration. Notice of such leave shall be given as far in advance as possible.

Upon returning from leave to active employment, a Teacher will receive an available assignment suitable to his/her professional preparation, provided that leave status will not exempt a teacher from a Reduction in Force. Placement in his/her previous assignment is not guaranteed. Time on leave shall not count for advancement on the salary schedule, except that Teachers who have received approval for an educational program shall receive credit on the salary schedule for the year they are on leave.

1. When a Teacher applies for and is granted a leave pursuant to the provisions of the collective bargaining agreement, and said leave is unpaid, no matter for what reason, a Teacher who teaches ninety-three (93) days or more during any school year shall receive credit for that year for salary schedule advancement, if all other preconditions for advancement have been met.
2. Should a Teacher not teach for ninety-three (93) days during said school year, such Teacher shall not advance until the year following the leave, provided that such year following the leave the Teacher teaches at least ninety-three (93) days.

Leaves which are approved by the Board shall be without loss of tenure for tenured Teachers, or without loss of length of service credit or accumulated sick leave in the case of any Teacher, but the time on leave shall not count toward continuous service or employment by the Board. Additional sick leave shall not accrue during the duration of the leave. Teachers on leave are responsible for making arrangements with the Teachers' Retirement System for pension credit, if allowed. Teachers on approved leaves of absence may participate in available District medical insurance programs, but at the expense of the teacher, subject to the consent of the insurance program.

**B. Intent to Return:** In all instances where a Teacher is granted an unpaid leave of eight (8) calendar months or more, as a condition thereof, the employee shall advise the superintendent in writing no later than March 1, prior to the termination of such leave, of his/her intent to return to employment. Failure to advise the Superintendent by said date of the intent to return as required, herein, shall be conclusively treated as an election not to return to employment and as an absolute resignation from the District, and no action shall lie against the Board therefor. If a Teacher submits resignation after delivering his/her written statement of intent to return, said resignation shall be considered as evidence of unprofessional conduct subjecting the Teacher to penalty under Section 21-23 of the Illinois School Code.

In cases of request for a leave, the Superintendent may designate an Administrator to act in his/her stead.

Any unpaid leave granted or extended after August 15, 1984, shall not be counted in determining the length of continuing service for purposes of seniority within the meaning of Section 24-12 of the School Code.

In the event any Teacher has utilized all sick leave benefits and requests an unpaid leave of absence for personal health reasons, such leave shall be granted for a maximum duration of one (1) school year next following the exhaustion of all sick leave benefits. If, at the conclusion of such leave, the Teacher is unable to return to work, said Teacher shall conclusively be determined to be totally and permanently disabled, and his/her employment shall cease. In such case, the Board shall cooperate with the Teacher in assisting the Teacher with an Illinois Downstate Teachers' Retirement System for securing any disability benefits the Teacher may be entitled to receive.

The granting or denial of any such request shall not create a practice or precedent, and no action shall lie against the Board of Education therefore.

## **ARTICLE 22 PAY SCHEDULES**

Each Teacher shall be paid on a twelve-month schedule. Payroll checks will be issued on the fifteenth and last day of the month. If the payday falls on a weekend, holiday, or any non-attendance day, except for summer months, then payroll checks shall be issued on the last day of attendance.

## **ARTICLE 23 MILEAGE**

Professional employees who are required to use their personal vehicles in the course of their employment in authorized service to the District shall be reimbursed at the current IRS rate for business use of personally owned vehicles. Employees must provide proof of a valid Illinois Driver's License annually to be paid mileage. Mileage will not be paid if a district van is available.

## **ARTICLE 24 DUES, CHECK OFF, AND OTHER DEDUCTIONS**

The District shall honor employees' individually authorized deduction forms and shall make such deductions in the amounts certified by the Union for union dues, assessments, or fees. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions. Dues revocations are processed by the Union. In the event that an employee revokes his or her dues in accordance with the terms in which he or she authorized the dues deductions, the Union will notify the employer after the close of the revocation window.

The District agrees to remit these dues and/or fees to the Union once each month that dues/fees are deducted. A list of teachers for whom deductions have been made and the amount of each deduction shall accompany the first remission. Any changes in personnel from the list previously furnished shall be submitted to the Union within ten (10) workdays.

If an employee is participating in a district-sponsored 403B, the employee will pay the participant fee up to a maximum of \$40.00 annually during the life of the contract if one is assessed.

The District will make payroll deductions upon written request by the Teacher for a credit union, an annuity plan, union dues, the United Way, and health insurance. The Union shall annually designate in writing to the Superintendent the identity of the two (2) credit unions and the ten (10) annuity plans, and such identity shall not be changed, except by annual written notification each year prior to September 1. In the event no teacher enrolls in a previously designated annuity, the Union may designate a new annuity plan. In the event at least five (5) teachers request a new annuity plan, the Business Office shall approve the same. Insurance deductions from employee paychecks may include additional amounts for one insurance company insuring cancer related illness.

Written requests for adds, drops, or changes in the credit union, United Way, union dues, and health insurance must be submitted to the Payroll Office by the third required day of teacher attendance, December 15 and March 15, with said adds, drops or changes to be effective on September 15, January 15, and April 15, respectively.

For tax-sheltered annuity payroll deductions only, the change request must be submitted to the payroll office by the third day of teacher attendance to be effective on September 15. Any other changes for annuities must be submitted to the payroll office by the 15<sup>th</sup> day of the month prior to the deduction change, for example, by September 15 to be effective October 15.

There must be a minimum of five (5) participants for the 403b Program to be added as an option for employees. If the number of participants in a 403b Program falls below five (5) employees, that 403b Program will be available only to the employees currently having deductions as long as they are in the employment of the District. Once the last employee leaves the District, the 403b Program will be dropped from the plan.

The Superintendent, in his/her sole discretion, may waive the above-specified deadlines in cases of emergency for good cause shown, and any such waivers shall not be precedential in any respect.

This provision shall not become effective until the payroll of the month following execution of this agreement.

## **ARTICLE 25 PLACEMENT ON SALARY SCHEDULE**

In order for any course work or programs of study to be applicable for horizontal movement/vertical movement on the Salary Schedule or for reimbursement, said work shall be

submitted to and approved by the Building Principal, Assistant Superintendent, and Superintendent for approval prior to enrollment.

The following requirements are necessary:

- A. Said work or programs shall be completed within a CAEP-approved program (Council for the Accreditation of Educator Preparation), ISBE Accreditation or offered directly by a CAEP school.
- B. Said work or programs shall be either required by the Board of Education in writing or be pursuant to remediation, or be at undergraduate or graduate level that furthers the education mission of the School District and/or is congruent with the School Improvement Plan (SIP), or be in a field directly related to the teacher's classroom assignment at the time said course is taken, or be applicable to co-curricular or to an extra-curricular program to which the Teacher participates as part of his/her employment, or be in a field of study related to a potential future assignment in the Wilmington School District, unless such requirements are waived and approved in writing by formal action of the Board of Education prior to enrollment. If a full graduate program is pre-approved by the Building Principal, Assistant Superintendent, and Superintendent, all required courses for the completion of the program will qualify for reimbursement if they meet the standards defined in 25.1 or 25.2.
- C. The Teacher receives a grade of "B" or better for any course.

#### **25.1 Reimbursement—Board Requested**

The Board shall reimburse any Teacher for tuition and course materials expenses (books and fees) upon receipt, incurred while pursuing additional course work at the special request of the Board and Superintendent in writing. Prior to enrollment, written approval of specific courses or course work (including the number of hours and total costs to be incurred) must be given by the Superintendent in such circumstances. The Teacher will not be reimbursed for any expenses if the Teacher does not receive a grade of "B" or better for the course.

#### **25.2 Reimbursement—Teacher Requested**

The following criteria are necessary and shall be applied for courses or programs of study that is not requested by the Board or Superintendent for which a Teacher is requesting tuition reimbursement:

- A. The course must be congruent with the School Improvement Plan (SIP), or the course must be a part of a Masters' Degree Program in an individual's teaching area (See item B above for other potentially applicable criteria);
- B. The Teacher must receive a grade of "B" or better'
- C. A claim for reimbursement cannot exceed fifteen (15) semester hours per fiscal year (July 1 through June 30);
- D. Additional hours earned beyond fifteen (15) semester hours per fiscal year (being paid at personal expense) are still to be credited for movement on the salary schedule if those courses have prior written approval from the Superintendent, Assistant Superintendent, and Principal;
- E. All courses or course work subject to tuition reimbursement must be from an CAEP (Council for the Accreditation of Educator Preparation) approved program detailed in Article 25 A;

- F. Teachers shall be reimbursed for tuition at the rate of up to \$200.00 per semester hour, but not more than the cost of the class if it is less than \$200.00 provided the above criteria is met; and
- G. Final approval of the Superintendent is required prior to enrollment in any individual courses or graduate programs of study. All requests are approved on a case-by-case basis. Approval of individual requests is not precedent-setting for other or future submitted requests.

The deadline for submitting evidence of college hours earned for movement on the salary schedule is the third day of teacher attendance for the first semester and December 15<sup>th</sup> for the second semester with the new salary to begin September 15<sup>th</sup> and January 15<sup>th</sup>. In cases where summer course grade reports are not available by the third day of attendance, the Teacher may submit mutually agreed upon evidence for salary schedule purposes, with the grade report submitted within ten (10) days of receipt. It shall be the responsibility of the Teacher to notify the business office in all such instances. Hours credited for advancement beyond the master's degree must be earned after the degree is conferred. All official transcripts must be received by September 30<sup>th</sup> and January 30<sup>th</sup>. If the official paperwork has not been received by the September 30<sup>th</sup> and January 30<sup>th</sup> deadlines, the Teacher will be placed back at the prior placement on the salary schedule. The additional pay received on the projected new step will be deducted from the Teacher's salary.

### **25.3 Vertical Movement**

Vertical placement and movement on the salary schedule is determined by years of teaching experience. Each year of satisfactory teaching service in the Wilmington public school system shall entitle a Teacher to advance one (1) step and only one (1) such step in any given year.

Any course work must be submitted to and approved by the Building Principal, Assistant Superintendent, and Superintendent for approval prior to enrollment.

### **25.4 Newly-Hired Teachers**

Newly-hired Teachers will be given credit for prior full-time public-school teaching experience as follows:

- A. Full credit for up to five years of any such prior full-time public-school teaching experience; and
- B. Credit for any prior full-time public-school teaching experience beyond five years will be determined at the discretion of the Board of Education, without establishing a precedent or practice.

Notwithstanding the foregoing, the Board of Education shall have the right without review and without creating a past practice or precedent to grant newly-hired Teachers up to three (3) additional years credit as an incentive for hiring, irrespective of the existence of such experience. Thereafter, each such Teacher artificially placed shall progress on the salary schedule. No Teacher may move more than one (1) vertical step in any school year.

**ARTICLE 26**  
**UNION/SUPERINTENDENT MEETINGS**

The Superintendent shall meet with the President of the Union and his/her designee at times, places and for such durations as are mutually agreeable to discuss matters of mutual concern and implementation of this agreement, provided that the Superintendent shall not be required to meet more than one (1) time per calendar month, with the exception of August, June and those months that the TAB committee meets.

**ARTICLE 27**  
**INSURANCE BENEFITS**

The Board of Education shall provide to each Teacher the following benefits for group medical and hospitalization coverage.

Each year, the Board will contribute up to a defined maximum contribution, on behalf of each employee with at least a 2/3 full-time equivalency of their employment, calculated from the base rates as outlined below for the selected tier toward the total cost of whichever health insurance plan that is selected by the Employee. Any remaining balance in costs above these defined maximum contributions will be deducted from the Employee's pay.

- **Employee only** – Up to \$8,397 per year (up to \$8,565 beginning September 1, 2022 and \$8,736 beginning September 1, 2023);
- **Employee + Spouse** – Up to \$18,482 per year (up to \$18,852 beginning September 1, 2022 and \$19,229 beginning September 1, 2023);
- **Employee + Child** – Up to \$16,291 per year (up to \$16,617 beginning September 1, 2022 and \$16,949 beginning September 1, 2023);
- **Family** – Up to \$26,426 per year (up to \$26,955 beginning September 1, 2022 and \$27,494 beginning September 1, 2023).

If total insurance costs increase from one year to the next throughout the duration of this agreement, the annual defined maximum contribution by the Board would increase by up to 2% per year for each of the four benefit tiers outlined above. If total insurance costs do not increase (or decrease) based upon the September 1, 2021 renewal, the maximum board contributions listed above will be adjusted as follows: \$8,232 (employee only), \$18,120 (Employee + Spouse), \$15,972 (Employee + Child), and \$25,908 (Family).

In no event will the District cover more than 95% of the total cost for a selected plan. The Employee is responsible for covering any premium contribution in excess of the defined maximum contributions by the Board. The defined maximum contributions include the premium contribution and/or contribution to a Health Savings Account (HSA).

The annual contribution to Employee's HSA accounts will be provided by the Board and deposited directly into an Employee's HSA bank of choice, not to exceed the following amounts:

- HSA (PPO): \$1,000 / per year – Employee Only; or \$2,000 / per year for Employee + Spouse, Employee + Child and Family plans.

- HSA (Blue Choice): \$2,500 / per year – Employee Only; or \$5,000 / per year for Employee + Spouse, Employee + Child and Family plans.

The Board shall have the right to change insurance companies, method of funding (self-insured or pooled risk) or to co-insure or self-insure for benefits without negotiations with the Union. If total insurance premium costs decrease or increase by 10% from one year to another throughout the duration of this contract as a result of any such changes (or as a result of the underwriting process), the Board’s annual defined maximum contribution shall be negotiated with the Union.

Any other changes in benefits shall require negotiations and agreement with the Union prior to being effective.

In addition to the foregoing, the Board shall provide at its sole cost a \$50,000.00 term-life insurance policy for each Teacher.

The Board shall provide a Wellness Program in connection with the health benefits provided to the Teachers.

The Board shall provide an Employee Assistance Program.

## **ARTICLE 28 INDEMNIFY AND HOLD HARMLESS**

**A.** The District will not begin to collect dues or cease collecting dues from a member of the bargaining unit unless directed to do so by the Union. The Union will notify the District of any new members who have agreed to dues authorization and will notify the District of any current members who choose to cease paying dues pursuant to the terms of their signed membership/dues authorization card.

**B.** The Union shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit, or assignment furnished by the Union under any such provisions.

## **ARTICLE 29 SALARY**

Salary schedules, as mutually agreed to, will be attached as Appendix A. Clubs’ stipends will be attached as Appendix B. Athletic Coaches stipends will be attached as Appendix C.

Teachers will receive a 4% raise in salary for the 2021-2022 school year, a 4% raise in salary for the 2022-2023 school year, and a 3 percent raise in salary for the 2023-2024 school year. Teachers off the salary schedule will receive the same percent as those Teachers who are still on the schedule. This same percentage for the salaries shall apply to the stipends increases for the duration of this contract identified in Appendices B and C, except otherwise noted in Appendices B and C.



### **TRS contribution**

The teachers' salaries noted on the salary schedule shall be inclusive of TRS contributions, but the Board's total contribution shall be limited to 9% (creditable earnings add-on factor for a 9% contribution total 1.098901, per the TRS Employer Manual) for the total contribution percentage for the employer and employee portions. Any employee contributions required by TRS that exceed this percentage must be paid for by the Teacher.

## **ARTICLE 30 FLEXIBLE BENEFIT PLAN**

**A.** The Board shall maintain a salary reduction plan which meets the requirements of Section 125 of the Internal Revenue Code and Treasury Regulations promulgated there under. If, at any time, Section 125 or related Regulations are amended, the parties shall promptly revise the plan to comply with the amendment.

**B.** A Teacher may annually elect to participate in the salary reduction plan by choosing to receive benefits described below. The amount elected shall be deducted from the Teacher's compensation. The initial plan year shall commence on January 1, 1994, ending August 31, 1994, and each year thereafter the Plan shall begin on September 1 and end on the last day of August. Prior to the beginning day of the plan year, each Teacher shall, in writing, designate the dollar amount(s) elected for that year for each of the following benefits:

**1.** Premiums for group medical insurance, single or dependent coverage, to the extent such premiums are not paid by the Board.

**2.** Premiums for AFLAC deductions.

**C.** The amounts designated may not be changed during the plan year unless there is a change in family status or other circumstances provided in Section 125 and/or Treasury Regulations promulgated there under. Any administrative costs relating to this plan shall be borne by the participants of the plan.

**D.** The dollar total of the designated benefits elected pursuant to the plan will be deducted in equal amounts from the Teacher's salary payments during the plan year.

**E.** The Board does not guarantee or, in any way, warrant that the salary reductions are non-taxable, said determination to be made by each individual Teacher. However, the Board shall not report any amounts reduced from a Teacher's salary pursuant to this plan as taxable income to any federal agency.

## **ARTICLE 31 RETIREMENT INCENTIVES**

**A. QUALIFICATIONS**

To be eligible to avail oneself of the incentives contained herein, the Teacher must have been in consecutive employment at District 209U for fifteen (15) consecutive years in a full-time capacity. However, the Board may waive any such qualifying conditions without establishing a precedent or practice.

## **B. NOTICE**

When a Teacher shall be within four years of being eligible for retirement, a Teacher may select a four-year, three-year, two-year, or one-year retirement plan. If the Teacher selects a retirement incentive, the teacher's salary shall be in accordance with the following:

**Tier 1**—any Teacher on the 2011-2012 salary schedule at Step 16-26 will be able to select a four-year, three-year, two-year, or one-year retirement plan with increases being 6%, 6%, 6%, and 6% as a retirement incentive.

**Tier 2**—any Teacher on the 2011-2012 salary schedule at Steps 1-15 will be able to select a four-year, three-year, two-year, one-year retirement plan with increases being 6%, 6%, 5%, and 5% as a retirement incentive. This schedule would also apply to any Teachers hired for any or all future school years.

Teachers must give notice by January 15 of the year preceding when their retirement plan is to begin.

The Board and Union agree that any TRS creditable compensation and/or benefit increases, whether under this Agreement or otherwise, shall not exceed the maximum amount which results in an employee's retirement annuity being fully funded by the Illinois Teacher Retirement System, without Board liability for any portion of the retirement annuity. This means that a Teacher's TRS creditable earnings (including, but not limited to, vertical and horizontal salary schedule movements, stipends, salary increases, and creditable retirement incentives), whether under this Agreement or otherwise, shall not increase from one school year to the next by more than 6% (except where Illinois statute allows a greater-than 6% increase) or otherwise be increased so as to create Board liability for any portion of the retirement annuity or result in any Board-paid penalty to TRS.

In the event the Teacher does not retire at the end of the stipulated year, the said Teacher will be required to reimburse the Board for the additional salary provided as a result of the aforementioned retirement incentives as described for tier 1 and tier 2 employees. The additional salary is the difference between what the Board and Union negotiated for that year(s) and the increase mentioned in either tier 1 or tier 2. In no event will the compensation and/or benefit increases exceed the threshold amount which triggers any obligation for the Board to pay additional amounts (in the form of a one-time payment or payments over time) to cover all or part of an employee's retirement annuity or cover any Board-paid penalty to TRS. Notwithstanding any other provision of this Agreement, including, but not limited to any salary schedules, sick leave bonuses, sick leave balloon, sick leave bank, retirement bonuses or other payments, bonuses or benefits, in the event a Teacher's TRS creditable earnings would increase by more than 6% in any given year of this Agreement, that Teacher shall only receive the maximum increase allowed under this Agreement.

### C. SELECTION

By March 1 of each school year, the Superintendent shall review each retirement request submitted that school year. Thirty percent (30%) of those who are eligible for the plan and who apply shall be selected in any year at the sole discretion of the Board of Education. The Board of Education may exceed such number in any year without establishing a practice or precedent. In the event fewer than those who apply are selected, such selection shall be based on district seniority. Ties shall be broken by lot.

### D. INCENTIVE PAYMENTS

The percentage bumps, delineated in "B" above, shall be applied to the previous year's total reported earnings to TRS for the Teacher. In no event shall a Teacher receive more than the percentages stated in "B" for the following year(s).

In addition, the percentage bumps delineated in "B" above include any incremental movement, if applicable. Bumps delineated in "B" above shall replace the percentage and be in lieu of any and all other increases due the Teachers pursuant to the Teachers' contract for the applicable year(s).

The District through amending Paragraph D could have money as long as four years for an employee. The Employee/Union understands that the money is in the school district budget and any interest earned on that money belongs to the school district.

Teachers in the retirement cycle understand and acknowledge that they will not receive any other compensation for any additional activities or participation on behalf of the District during the years in which the Teacher is receiving retirement compensation if said compensation would cause him/her to exceed a 6% increase. If a Teacher has been compensated by the District for fulfilling assigned coaching / club sponsor / other stipend positions, or any other hourly / events-based duties during the year prior to the commencement of the retirement compensation period and ceases to perform those services during the period, the calculation of the Teacher's retirement increase shall be reduced by the amount of the extra services compensation.

### E. RETIREMENT CANCELLATION

In order to avail himself/herself of the benefits contained herein, the Teacher must be eligible for retirement under the provisions of the Illinois Teachers' Retirement System and file an irrevocable letter of resignation to retire on the date above specified. Any Teacher who qualifies for the benefits herein, who is approved for, and who is to receive such benefits, and who wishes to cancel participation in the retirement program prior to retirement, may do so only for such reasons as set forth in the United States Department of Treasury regulations defining "Immediate and Heavy Financial Need" I.401(k)-1(d), and upon such qualifications for cancellation shall be required to repay to the District any sums of money paid hereunder and to join with the District in notifying the Teachers Retirement System of such cancellation and repayment.

## **F. RETIREMENT INCENTIVES**

Should any sum due to be paid be required to be paid by the district on the teacher's behalf on account of his/her retirement which, hereafter, may be required by law, the provisions of these incentives shall have no force or effect and Article 35 shall be deemed void by the Board and Union. If any such sum is due and Article 35 is voided as provided herein, the Teacher shall reimburse the district the entire amount. In such an event, the obligation of the Teacher to repay the district shall remain despite Article 35 being voided.

### **ARTICLE 32 NATIONAL BOARD CERTIFICATION**

Teachers deciding to complete the National Board Certified Teacher process will be eligible for either: 1. The District to cover registration fees, or 2. The payment of a one-time \$2500 bonus after the completion of all components and the provision of appropriate documentation to the Superintendent. If a teacher chooses to request support from the district in covering registration fees, money will be provided by the district to cover registration and enrollment fees for one component during the initial cycle (\$75 registration and \$475 enrollment fee). Teachers requesting the covering of fees must successfully pass the first component before being eligible for any coverage of fees for any of the three remaining components. If this completion occurs during the 6% pay cap, the \$2500 bonus will be paid September 15 after the employee's retirement as a post retirement bonus. Successful completion of all components and the earning of National Board Certification will also result in the movement of one lane on the salary schedule unless the completion occurs during or leading into the retirement cycle. Any teacher who is already on the MA +30 step of the salary schedule when he or she successfully completes all components of the NBC process will receive an additional \$1,000 in base salary for all years remaining after completion. There will be no horizontal movement or change in placement on the salary schedule.

### **ARTICLE 33 Co-CURRICULAR ASSIGNMENTS**

For the first eight (8) years of a teacher's employment with the school district, the Teacher must participate in at least one co-curricular assignment identified in either Appendix B or Appendix C for at least six (6) of the first eight (8) school years employed. Such assignments shall be determined by the Board of Education.

Notwithstanding the foregoing, Health/Physical Education Teachers, during their first eight (8) years of employment with the school district, must participate in at least two (2) co-curricular assignments identified in either Appendix B or Appendix C for at least six of the first eight school years employed. Should the District be unable to staff the co-curricular program, the Board reserves the right to assign a Teacher to fill any vacant co-curricular position for any school year based on qualifications and seniority, starting with the least senior Teacher, not already meeting the co-curricular assignment requirements.

Upon the recommendation of the Administration, this co-curricular participation requirement may be met for any given school year by serving as a ticket seller, timer/scorer, or crowd control at twenty (20) events. Notwithstanding all of the above, the Board also retains the management right to continue to employ or hire people who are not employees of the school district. Aside from the above mandated assignments for a teacher's first eight years of employment, every effort shall be made to first solicit qualified volunteers prior to making assignments for such activity.

**Qualifiers:**

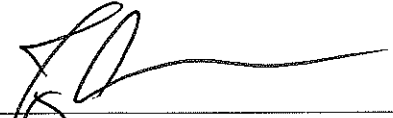
- A. The article shall apply to all currently non-tenured Teachers in the Wilmington School District. Current staff members who are non-tenured will not be impacted by the article the year they begin after receiving tenure.
- B. For all new hires first beginning employment in 2011-2012, this article is in effect as written beginning with year 2011-2012 and beyond.
- C. If the district has an open position for co-curricular/extra-curricular assignments after it has hired and assigned individuals to fill such assignments, it will first advertise to all high school and middle school teachers; second, it will advertise to all K-5 Teachers; third, it will ask support staff employees, if appropriate. If any such positions are still not filled, the teacher will be assigned in accordance with this article. There will be no time frame for advertisement.

**ARTICLE 34  
DURATION**

This Agreement shall be effective with the commencement of normal business on the day the last signatory executes this agreement and shall remain in full effect until the close of business on the 15<sup>th</sup> day of August, 2024, except as otherwise provided in Article 29.

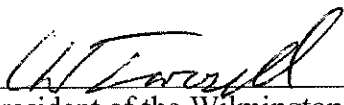
No item agreed to shall be deemed capable of renegotiation to be effective during the terms of this Agreement, unless mutually agreed to in writing by the parties or as set forth in this contract.


Either party may request to extend this Agreement beyond its termination date by serving written notice of such request upon the other party, and in such an event, this Agreement shall be extended until the parties (or their successors) reach Agreement on a new contract.

  
\_\_\_\_\_  
President of the Board of  
Education

  
\_\_\_\_\_  
Secretary of the Board of  
Education

Date: May 10, 2021

  
\_\_\_\_\_  
President of the Wilmington  
Council AFT, Local 604

  
\_\_\_\_\_  
Secretary of the Wilmington  
Council AFT, Local 604

Date: May 10, 2021

## Appendix A: Salary—2021-2022

STEP	4%		4%		4%		4%		4%	
	B.A.	B.A. (TRS)	B.A.+15	B.A.+15 (TRS)	M.A.	M.A. (TRS)	M.A.+15	M.A.+15 (TRS)	M.A.+30	M.A.+30 (TRS)
1	36,795	40,434	38,655	42,478	41,278	45,361	43,113	47,377	44,940	49,385
2	37,581	41,298	39,443	43,344	42,074	46,235	43,914	48,257	45,748	50,272
3	38,384	42,181	40,247	44,228	42,885	47,127	44,730	49,154	46,569	51,175
4	39,205	43,082	41,068	45,129	43,712	48,036	45,562	50,069	47,405	52,093
5	40,043	44,003	41,905	46,050	44,555	48,962	46,410	51,000	48,255	53,028
6	40,897	44,942	42,762	46,992	45,417	49,908	47,272	51,947	49,122	53,980
7	41,770	45,902	43,635	47,951	46,293	50,871	48,152	52,914	50,004	54,949
8	42,659	46,879	44,525	48,929	47,186	51,853	49,048	53,899	50,901	55,935
9	43,570	47,879	45,435	49,929	48,097	52,854	49,959	54,900	51,815	56,940
10	44,499	48,900	46,364	50,949	49,025	53,873	50,888	55,921	52,745	57,961
11	45,427	49,920	47,291	51,968	49,951	54,891	51,817	56,942	53,676	58,984
12	46,357	50,942	48,221	52,990	50,881	55,913	52,745	57,961	54,604	60,005
13	47,288	51,965	49,147	54,007	51,812	56,936	53,675	58,983	55,535	61,028
14	48,219	52,988	50,080	55,033	52,741	57,957	54,602	60,002	56,463	62,047
15	49,147	54,007	51,005	56,050	53,672	58,981	55,533	61,025	57,391	63,067
16	50,078	55,030	51,937	57,074	54,600	60,000	56,459	62,042	58,323	64,091
17	51,004	56,048	52,864	58,092	55,531	61,023	57,388	63,064	59,248	65,108
18	51,937	57,074	53,795	59,115	56,459	62,042	58,320	64,088	60,179	66,131
19	52,861	58,088	54,724	60,137	57,390	63,065	59,249	65,109	61,109	67,152
20	53,795	59,115	55,650	61,154	58,321	64,090	60,178	66,130	62,036	68,172
21	54,725	60,138	56,585	62,181	59,248	65,108	61,108	67,151	62,969	69,197
22	55,652	61,156	57,514	63,202	60,179	66,131	62,036	68,172	63,898	70,218
23	56,584	62,180	58,444	64,224	61,108	67,151	62,969	69,197	64,826	71,237
24	57,516	63,204	59,373	65,245	62,036	68,172	63,896	70,215	65,752	72,255
25	58,444	64,224	60,302	66,266	62,969	69,197	64,826	71,237	66,685	73,281
26	59,370	65,242	61,231	67,287	63,898	70,218	65,755	72,258	67,615	74,302
27	60,303	66,267	62,161	68,308	64,828	71,240	66,685	73,281	68,547	75,327

Teachers off of the salary schedule will receive the same percent as those Teachers who are still on the schedule.

## Appendix A: Salary—2022-2023

	4%		4%		4%		4%		4%	
STEP	B.A.	B.A. (TRS)	B.A.+15	B.A.+15 (TRS)	M.A.	M.A. (TRS)	M.A.+15	M.A.+15 (TRS)	M.A.+30	M.A.+30 (TRS)
1	37,467	41,172	39,398	43,295	42,117	46,283	44,019	48,373	45,913	50,454
2	38,267	42,052	40,201	44,177	42,929	47,175	44,837	49,272	46,738	51,360
3	39,085	42,950	41,021	45,078	43,757	48,085	45,671	50,187	47,577	52,283
4	39,920	43,868	41,857	45,997	44,601	49,012	46,519	51,120	48,432	53,222
5	40,773	44,806	42,710	46,934	45,461	49,957	47,385	52,071	49,301	54,177
6	41,644	45,763	43,582	47,892	46,338	50,921	48,266	53,040	50,186	55,149
7	42,533	46,740	44,473	48,871	47,233	51,905	49,163	54,025	51,087	56,139
8	43,441	47,738	45,381	49,869	48,145	52,906	50,078	55,030	52,004	57,147
9	44,366	48,754	46,307	50,886	49,074	53,927	51,010	56,055	52,937	58,173
10	45,313	49,794	47,252	51,926	50,021	54,968	51,957	57,096	53,888	59,217
11	46,279	50,856	48,218	52,987	50,986	56,028	52,924	58,158	54,855	60,280
12	47,245	51,917	49,183	54,047	51,949	57,087	53,890	59,220	55,823	61,344
13	48,212	52,980	50,150	55,110	52,916	58,150	54,855	60,280	56,789	62,405
14	49,180	54,044	51,113	56,168	53,884	59,213	55,822	61,342	57,757	63,469
15	50,148	55,107	52,083	57,234	54,850	60,275	56,786	62,403	58,721	64,529
16	51,113	56,168	53,045	58,292	55,819	61,340	57,754	63,466	59,686	65,589
17	52,081	57,231	54,015	59,357	56,784	62,400	58,717	64,524	60,655	66,654
18	53,044	58,290	54,978	60,416	57,752	63,464	59,684	65,587	61,618	67,712
19	54,015	59,357	55,946	61,480	58,717	64,524	60,653	66,652	62,586	68,776
20	54,975	60,412	56,913	62,542	59,685	65,588	61,619	67,713	63,553	69,839
21	55,946	61,480	57,876	63,600	60,654	66,653	62,585	68,775	64,518	70,899
22	56,914	62,543	58,848	64,669	61,618	67,712	63,552	69,837	65,488	71,965
23	57,878	63,602	59,814	65,730	62,586	68,776	64,518	70,899	66,454	73,026
24	58,847	64,667	60,781	66,793	63,552	69,837	65,488	71,965	67,419	74,087
25	59,817	65,732	61,748	67,855	64,518	70,899	66,452	73,024	68,382	75,146
26	60,781	66,793	62,714	68,917	65,488	71,965	67,419	74,087	69,353	76,212
27	61,745	67,852	63,680	69,978	66,454	73,026	68,385	75,148	70,320	77,275

Teachers off of the salary schedule will receive the same percent as those Teachers who are still on the schedule.

## Appendix A: Salary—2023-2024

STEP	3%		3%		3%		3%		3%	
	B.A.	B.A. (TRS)	B.A.+15	B.A.+15 (TRS)	M.A.	M.A. (TRS)	M.A.+15	M.A.+15 (TRS)	M.A.+30	M.A.+30 (TRS)
1	37,784	41,520	39,769	43,702	42,560	46,770	44,513	48,915	46,456	51,050
2	38,591	42,407	40,580	44,593	43,381	47,671	45,340	49,824	47,290	51,967
3	39,415	43,313	41,407	45,502	44,217	48,590	46,182	50,750	48,140	52,901
4	40,257	44,239	42,251	46,430	45,070	49,527	47,041	51,693	49,005	53,851
5	41,117	45,184	43,113	47,377	45,939	50,482	47,915	52,654	49,885	54,819
6	41,996	46,150	43,992	48,343	46,825	51,456	48,806	53,633	50,780	55,802
7	42,894	47,136	44,889	49,329	47,728	52,448	49,714	54,631	51,691	56,804
8	43,809	48,142	45,807	50,337	48,650	53,462	50,638	55,646	52,620	57,824
9	44,744	49,170	46,742	51,365	49,589	54,493	51,580	56,681	53,564	58,861
10	45,697	50,216	47,696	52,413	50,546	55,545	52,540	57,737	54,525	59,918
11	46,672	51,288	48,670	53,483	51,521	56,617	53,516	58,808	55,504	60,994
12	47,667	52,381	49,665	54,577	52,515	57,709	54,512	59,903	56,500	62,088
13	48,662	53,475	50,658	55,669	53,508	58,800	55,507	60,996	57,497	63,184
14	49,658	54,569	51,654	56,763	54,504	59,894	56,500	62,088	58,492	64,277
15	50,655	55,665	52,646	57,853	55,501	60,990	57,496	63,183	59,489	65,373
16	51,652	56,761	53,645	58,951	56,496	62,083	58,490	64,275	60,483	66,465
17	52,646	57,853	54,637	60,040	57,494	63,180	59,487	65,370	61,477	67,557
18	53,643	58,948	55,635	61,137	58,488	64,272	60,479	66,460	62,475	68,654
19	54,636	60,039	56,628	62,228	59,485	65,368	61,475	67,554	63,467	69,743
20	55,635	61,137	57,625	63,324	60,479	66,460	62,473	68,651	64,464	70,839
21	56,624	62,224	58,621	64,418	61,476	67,556	63,468	69,745	65,460	71,934
22	57,625	63,324	59,612	65,508	62,474	68,653	64,463	70,838	66,453	73,026
23	58,622	64,420	60,614	66,609	63,467	69,743	65,459	71,932	67,453	74,124
24	59,614	65,510	61,609	67,702	64,464	70,839	66,453	73,026	68,448	75,217
25	60,613	66,607	62,605	68,796	65,459	71,932	67,453	74,124	69,441	76,309
26	61,611	67,704	63,601	69,891	66,453	73,026	68,445	75,215	70,434	77,400
27	62,605	68,796	64,596	70,984	67,453	74,124	69,441	76,309	71,433	78,498

Teachers off of the salary schedule will receive the same percent as those Teachers who are still on the schedule.



**Appendix B: Club Stipends—Hourly / Events**

<b>Position</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>
All duties paid by an hourly rate: drivers education, tutoring, ACT course, high school and middle school detention, period subs, curriculum work, extended contracts defined in Article 12 i, instructional leadership, etc.	\$33.50	\$33.50	\$33.50
Ticket Seller: high school football	\$41	\$41	\$41
Ticket Seller: basketball, volleyball, and wrestling	\$34	\$34	\$34
High school Scholastic Bowl Moderator 2	\$42	\$42	\$402
Middle school Scholastic Bowl Moderator 1	\$42	\$42	\$42
Time/Scorer: football, basketball, volleyball, wrestling, and track	\$42	\$42	\$42
Crowd Control	\$42	\$42	\$42
Bus Chaperones	\$42	\$42	\$42
Concert / Event Musical Accompaniment (pre-approval required; possibility of one additional payment for 'prep' for individual concerts / events)	\$22 / hour	\$22 / hour	\$22 / hour
Summer Co-Curricular Camps (Upon request of head coach / lead sponsor; pre-approval and compliance with administrative procedures; funded by camp registration fees)	\$22 / hour	\$22 / hour	\$22 / hour

**Appendix B: Club Stipends—Set Amount: High School**

POSITION HIGH SCHOOL

Math, S.O.A.P., Rube Goldberg, Interact, Spanish, Art, Fortitude, Tri-M, Awards Night	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$916	\$929	\$933
Step 2	\$939	\$952	\$957
Step 3	\$963	\$977	\$981
Step 4	\$987	\$1,002	\$1,006
Step 5	\$1,011	\$1,026	\$1,032
Step 6	\$1,041	\$1,051	\$1,057
Step 7	\$1,072	\$1,083	\$1,083
Step 8	\$1,104	\$1,115	\$1,115
Step 9	\$1,138	\$1,149	\$1,149
Step 10	\$1,172	\$1,183	\$1,183
Step 11	\$1,207	\$1,219	\$1,219
Step 12	\$1,244	\$1,256	\$1,256
Step 13	\$1,281	\$1,294	\$1,293

Scholastic Bowl, Speech Team	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$2,534	\$2,571	\$2,583
Step 2	\$2,598	\$2,635	\$2,648
Step 3	\$2,663	\$2,702	\$2,714
Step 4	\$2,729	\$2,770	\$2,783
Step 5	\$2,798	\$2,838	\$2,853
Step 6	\$2,881	\$2,910	\$2,923
Step 7	\$2,967	\$2,996	\$2,997
Step 8	\$3,057	\$3,086	\$3,086
Step 9	\$3,148	\$3,179	\$3,178
Step 10	\$3,243	\$3,274	\$3,274
Step 11	\$3,340	\$3,372	\$3,372
Step 12	\$3,441	\$3,474	\$3,474
Step 13	\$3,543	\$3,578	\$3,578

**Appendix B: Club Stipends—Set Amount: High School**

Musical, National Honors Society, Chorus	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$2,156	\$2,188	\$2,199
Step 2	\$2,210	\$2,242	\$2,254
Step 3	\$2,265	\$2,298	\$2,310
Step 4	\$2,321	\$2,356	\$2,367
Step 5	\$2,380	\$2,414	\$2,426
Step 6	\$2,450	\$2,475	\$2,487
Step 7	\$2,524	\$2,548	\$2,549
Step 8	\$2,600	\$2,625	\$2,625
Step 9	\$2,678	\$2,704	\$2,704
Step 10	\$2,758	\$2,785	\$2,785
Step 11	\$2,841	\$2,868	\$2,869
Step 12	\$2,927	\$2,955	\$2,954
Step 13	\$3,014	\$3,044	\$3,044

Junior Class, Student Council	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$2,426	\$2,461	\$2,473
Step 2	\$2,487	\$2,523	\$2,535
Step 3	\$2,549	\$2,586	\$2,598
Step 4	\$2,612	\$2,651	\$2,664
Step 5	\$2,677	\$2,717	\$2,731
Step 6	\$2,757	\$2,784	\$2,798
Step 7	\$2,840	\$2,867	\$2,868
Step 8	\$2,926	\$2,954	\$2,953
Step 9	\$3,013	\$3,043	\$3,042
Step 10	\$3,103	\$3,133	\$3,134
Step 11	\$3,197	\$3,227	\$3,227
Step 12	\$3,293	\$3,325	\$3,324
Step 13	\$3,391	\$3,424	\$3,425

**Appendix B: Club Stipends—Set Amount: High School**

Library Club	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$2,320	\$2,355	\$2,367
Step 2	\$2,376	\$2,412	\$2,425
Step 3	\$2,435	\$2,471	\$2,485
Step 4	\$2,496	\$2,532	\$2,546
Step 5	\$2,557	\$2,596	\$2,608
Step 6	\$2,634	\$2,660	\$2,674
Step 7	\$2,713	\$2,740	\$2,739
Step 8	\$2,794	\$2,822	\$2,822
Step 9	\$2,879	\$2,906	\$2,907
Step 10	\$2,965	\$2,994	\$2,993
Step 11	\$3,054	\$3,084	\$3,084
Step 12	\$3,146	\$3,177	\$3,176
Step 13	\$3,240	\$3,272	\$3,272

Fall Play	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$1,408	\$1,429	\$1,437
Step 2	\$1,442	\$1,464	\$1,472
Step 3	\$1,478	\$1,500	\$1,508
Step 4	\$1,514	\$1,537	\$1,545
Step 5	\$1,553	\$1,575	\$1,583
Step 6	\$1,598	\$1,615	\$1,622
Step 7	\$1,647	\$1,662	\$1,663
Step 8	\$1,696	\$1,713	\$1,712
Step 9	\$1,747	\$1,764	\$1,765
Step 10	\$1,799	\$1,817	\$1,817
Step 11	\$1,853	\$1,871	\$1,872
Step 12	\$1,909	\$1,927	\$1,927
Step 13	\$1,967	\$1,986	\$1,985

**Appendix B: Club Stipends—Set Amount: High School**

Senior Class Sponsor	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$2,642	\$2,682	\$2,696
Step 2	\$2,707	\$2,748	\$2,762
Step 3	\$2,774	\$2,815	\$2,830
Step 4	\$2,843	\$2,885	\$2,900
Step 5	\$2,914	\$2,957	\$2,971
Step 6	\$3,001	\$3,031	\$3,046
Step 7	\$3,091	\$3,121	\$3,122
Step 8	\$3,184	\$3,215	\$3,215
Step 9	\$3,279	\$3,312	\$3,311
Step 10	\$3,378	\$3,410	\$3,411
Step 11	\$3,479	\$3,513	\$3,513
Step 12	\$3,584	\$3,618	\$3,618
Step 13	\$3,691	\$3,727	\$3,726

Sophomore Class Sponsor	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$1,888	\$1,916	\$1,926
Step 2	\$1,934	\$1,963	\$1,973
Step 3	\$1,982	\$2,012	\$2,022
Step 4	\$2,032	\$2,062	\$2,072
Step 5	\$2,082	\$2,113	\$2,123
Step 6	\$2,144	\$2,165	\$2,177
Step 7	\$2,209	\$2,230	\$2,230
Step 8	\$2,276	\$2,297	\$2,297
Step 9	\$2,343	\$2,367	\$2,366
Step 10	\$2,414	\$2,437	\$2,438
Step 11	\$2,487	\$2,510	\$2,510
Step 12	\$2,560	\$2,586	\$2,586
Step 13	\$2,637	\$2,663	\$2,664

**Appendix B: Club Stipends—Set Amount: High School**

Freshman Class Sponsor	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$1,671	\$1,696	\$1,704
Step 2	\$1,713	\$1,738	\$1,747
Step 3	\$1,756	\$1,781	\$1,790
Step 4	\$1,799	\$1,826	\$1,835
Step 5	\$1,844	\$1,871	\$1,881
Step 6	\$1,899	\$1,918	\$1,927
Step 7	\$1,956	\$1,975	\$1,975
Step 8	\$2,014	\$2,034	\$2,034
Step 9	\$2,075	\$2,095	\$2,096
Step 10	\$2,137	\$2,158	\$2,158
Step 11	\$2,202	\$2,223	\$2,223
Step 12	\$2,267	\$2,290	\$2,289
Step 13	\$2,336	\$2,358	\$2,358

Band	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$4,152	\$4,214	\$4,236
Step 2	\$4,255	\$4,318	\$4,341
Step 3	\$4,360	\$4,425	\$4,448
Step 4	\$4,469	\$4,534	\$4,558
Step 5	\$4,580	\$4,648	\$4,670
Step 6	\$4,717	\$4,763	\$4,787
Step 7	\$4,859	\$4,906	\$4,906
Step 8	\$5,004	\$5,053	\$5,053
Step 9	\$5,154	\$5,205	\$5,205
Step 10	\$5,309	\$5,360	\$5,361
Step 11	\$5,468	\$5,522	\$5,521
Step 12	\$5,633	\$5,687	\$5,687
Step 13	\$5,801	\$5,858	\$5,858

**Appendix B: Club Stipends—Set Amount: High School**

Mentoring	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$419	\$426	\$428
Step 2	\$430	\$436	\$439
Step 3	\$440	\$447	\$449
Step 4	\$451	\$458	\$460
Step 5	\$463	\$469	\$471
Step 6	\$476	\$481	\$483
Step 7	\$491	\$495	\$496
Step 8	\$505	\$511	\$510
Step 9	\$521	\$526	\$526
Step 10	\$537	\$542	\$541
Step 11	\$552	\$558	\$558
Step 12	\$569	\$574	\$575
Step 13	\$586	\$592	\$592

HS Yearbook	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$2,737	\$2,777	\$2,791
Step 2	\$2,805	\$2,846	\$2,861
Step 3	\$2,875	\$2,917	\$2,932
Step 4	\$2,945	\$2,990	\$3,005
Step 5	\$3,034	\$3,063	\$3,079
Step 6	\$3,125	\$3,155	\$3,155
Step 7	\$3,219	\$3,250	\$3,250
Step 8	\$3,316	\$3,348	\$3,348
Step 9	\$3,414	\$3,448	\$3,448
Step 10	\$3,517	\$3,551	\$3,552
Step 11	\$3,622	\$3,658	\$3,657
Step 12	\$3,730	\$3,767	\$3,768
Step 13	\$3,843	\$3,880	\$3,880

**POSITION MIDDLE SCHOOL**

Aero Space, Science, Technology, Beta, Art	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$916	\$929	\$933
Step 2	\$939	\$952	\$957
Step 3	\$963	\$977	\$981
Step 4	\$987	\$1,002	\$1,006
Step 5	\$1,011	\$1,026	\$1,032
Step 6	\$1,041	\$1,051	\$1,057
Step 7	\$1,072	\$1,083	\$1,083
Step 8	\$1,104	\$1,115	\$1,115
Step 9	\$1,138	\$1,149	\$1,149
Step 10	\$1,172	\$1,183	\$1,183
Step 11	\$1,207	\$1,219	\$1,219
Step 12	\$1,244	\$1,256	\$1,256
Step 13	\$1,281	\$1,294	\$1,293

Yearbook, Scholastic Bowl	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$2,534	\$2,571	\$2,583
Step 2	\$2,598	\$2,635	\$2,648
Step 3	\$2,663	\$2,702	\$2,714
Step 4	\$2,729	\$2,770	\$2,783
Step 5	\$2,798	\$2,838	\$2,853
Step 6	\$2,881	\$2,910	\$2,923
Step 7	\$2,967	\$2,996	\$2,997
Step 8	\$3,057	\$3,086	\$3,086
Step 9	\$3,148	\$3,179	\$3,178
Step 10	\$3,243	\$3,274	\$3,274
Step 11	\$3,340	\$3,372	\$3,372
Step 12	\$3,440	\$3,474	\$3,474
Step 13	\$3,543	\$3,578	\$3,578



**POSITION MIDDLE SCHOOL**

8th Grade Class Sponsor, Band, Choral, Speech	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$2,156	\$2,188	\$2,199
Step 2	\$2,210	\$2,242	\$2,254
Step 3	\$2,265	\$2,298	\$2,310
Step 4	\$2,321	\$2,356	\$2,367
Step 5	\$2,380	\$2,414	\$2,426
Step 6	\$2,450	\$2,475	\$2,487
Step 7	\$2,524	\$2,548	\$2,549
Step 8	\$2,600	\$2,625	\$2,625
Step 9	\$2,678	\$2,704	\$2,704
Step 10	\$2,758	\$2,785	\$2,785
Step 11	\$2,841	\$2,868	\$2,869
Step 12	\$2,927	\$2,955	\$2,954
Step 13	\$3,014	\$3,044	\$3,044

Math, Spelling	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$1,131	\$1,148	\$1,153
Step 2	\$1,160	\$1,176	\$1,182
Step 3	\$1,189	\$1,206	\$1,212
Step 4	\$1,219	\$1,236	\$1,242
Step 5	\$1,249	\$1,268	\$1,273
Step 6	\$1,286	\$1,299	\$1,306
Step 7	\$1,325	\$1,338	\$1,338
Step 8	\$1,364	\$1,378	\$1,378
Step 9	\$1,405	\$1,419	\$1,419
Step 10	\$1,448	\$1,461	\$1,462
Step 11	\$1,491	\$1,506	\$1,505
Step 12	\$1,536	\$1,551	\$1,551
Step 13	\$1,582	\$1,598	\$1,598

**POSITION MIDDLE SCHOOL**

	2021-2022 4%	2022-2023 4%	2023-2024 3%
Student Council			
Step 1	\$2,371	\$2,405	\$2,416
Step 2	\$2,430	\$2,465	\$2,477
Step 3	\$2,492	\$2,528	\$2,539
Step 4	\$2,553	\$2,592	\$2,604
Step 5	\$2,617	\$2,655	\$2,669
Step 6	\$2,696	\$2,721	\$2,735
Step 7	\$2,776	\$2,804	\$2,803
Step 8	\$2,860	\$2,887	\$2,888
Step 9	\$2,945	\$2,974	\$2,973
Step 10	\$3,034	\$3,063	\$3,064
Step 11	\$3,125	\$3,155	\$3,155
Step 12	\$3,219	\$3,250	\$3,250
Step 13	\$3,314	\$3,348	\$3,348

MS/HS Market Day (from Proceeds)	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$1,455	\$1,476	\$1,483
Step 2	\$1,491	\$1,513	\$1,520
Step 3	\$1,529	\$1,551	\$1,558
Step 4	\$1,567	\$1,590	\$1,598
Step 5	\$1,606	\$1,630	\$1,638
Step 6	\$1,654	\$1,670	\$1,679
Step 7	\$1,704	\$1,720	\$1,720
Step 8	\$1,754	\$1,772	\$1,771
Step 9	\$1,808	\$1,825	\$1,825
Step 10	\$1,862	\$1,880	\$1,879
Step 11	\$1,918	\$1,936	\$1,936
Step 12	\$1,975	\$1,994	\$1,994
Step 13	\$2,034	\$2,054	\$2,054

**POSITION MIDDLE SCHOOL**

Play	2021-2022 4%	2022-2023 4%	2023-2024 3%
Step 1	\$877	\$891	\$896
Step 2	\$899	\$912	\$917
Step 3	\$920	\$935	\$940
Step 4	\$943	\$957	\$963
Step 5	\$967	\$981	\$986
Step 6	\$996	\$1,006	\$1,010
Step 7	\$1,026	\$1,036	\$1,036
Step 8	\$1,057	\$1,067	\$1,067
Step 9	\$1,088	\$1,099	\$1,099
Step 10	\$1,121	\$1,132	\$1,132
Step 11	\$1,155	\$1,166	\$1,166
Step 12	\$1,189	\$1,201	\$1,201
Step 13	\$1,225	\$1,237	\$1,237

## Appendix C: Coaching Stipends

Position	2021-2022 4.0%	2022-2023 4.0%	2023-2024 3.0%
High School Athletic Coordinator	\$5,913	\$6,150	\$6,334
M.S. Athletic Coordinator: up to	\$2,919	\$3,036	\$3,127

Middle/High School Athletic Director - 99/00	2021-2022 4.0%	2022-2023 4.0%	2023-2024 3.0%
Step 1	\$4,581	\$4,650	\$4,674
Step 2	\$4,694	\$4,764	\$4,789
Step 3	\$4,809	\$4,881	\$4,907
Step 4	\$4,928	\$5,001	\$5,028
Step 5	\$5,049	\$5,125	\$5,151
Step 6	\$5,176	\$5,251	\$5,278
Step 7	\$5,305	\$5,383	\$5,409
Step 8	\$5,450	\$5,517	\$5,545
Step 9	\$5,612	\$5,668	\$5,683
Step 10	\$5,810	\$5,836	\$5,838
Step 11	\$6,009	\$6,043	\$6,011
Step 12	\$6,208	\$6,249	\$6,224
Step 13	\$6,404	\$6,456	\$6,437

High School Head Football, Basketball, Wrestling, Volleyball, Golf, Boys Soccer	2021-2022 4.0%	2022-2023 4.0%	2023-2024 3.0%
Step 1	\$4,103	\$4,179	\$4,217
Step 2	\$4,188	\$4,267	\$4,305
Step 3	\$4,275	\$4,356	\$4,395
Step 4	\$4,365	\$4,446	\$4,486
Step 5	\$4,457	\$4,539	\$4,580
Step 6	\$4,553	\$4,636	\$4,676
Step 7	\$4,676	\$4,735	\$4,775
Step 8	\$4,812	\$4,863	\$4,877
Step 9	\$4,955	\$5,005	\$5,009
Step 10	\$5,151	\$5,153	\$5,155
Step 11	\$5,348	\$5,357	\$5,307
Step 12	\$5,546	\$5,562	\$5,518
Step 13	\$5,745	\$5,768	\$5,728

## Appendix C: Coaching Stipends

### Position

High School Asst. Football, Basketball, Wrestling, Volleyball, Golf, Boys Soccer	2021-2022 4.0%	2022-2023 4.0%	2023-2024 3.0%
Step 1	\$2,969	\$3,014	\$3,031
Step 2	\$3,041	\$3,088	\$3,105
Step 3	\$3,115	\$3,163	\$3,180
Step 4	\$3,191	\$3,239	\$3,257
Step 5	\$3,270	\$3,318	\$3,337
Step 6	\$3,350	\$3,401	\$3,418
Step 7	\$3,434	\$3,484	\$3,503
Step 8	\$3,528	\$3,571	\$3,588
Step 9	\$3,634	\$3,669	\$3,679
Step 10	\$3,830	\$3,779	\$3,779
Step 11	\$4,028	\$3,984	\$3,892
Step 12	\$4,227	\$4,189	\$4,103
Step 13	\$4,424	\$4,396	\$4,315

HS Head Baseball, Softball, Track, Girls Soccer	2021-2022 4.0%	2022-2023 4.0%	2023-2024 3.0%
Step 1	\$4,103	\$4,179	\$4,217
Step 2	\$4,188	\$4,267	\$4,305
Step 3	\$4,275	\$4,356	\$4,395
Step 4	\$4,365	\$4,446	\$4,486
Step 5	\$4,457	\$4,539	\$4,580
Step 6	\$4,553	\$4,636	\$4,676
Step 7	\$4,676	\$4,735	\$4,775
Step 8	\$4,812	\$4,863	\$4,877
Step 9	\$4,955	\$5,005	\$5,009
Step 10	\$5,151	\$5,153	\$5,155
Step 11	\$5,348	\$5,357	\$5,307
Step 12	\$5,546	\$5,562	\$5,518
Step 13	\$5,745	\$5,768	\$5,728

## Appendix C: Coaching Stipends

### Position

High School Assistant Baseball, Softball, Track ,and Girls Soccer	2021-2022 4.0%	2022-2023 4.0%	2023-2024 3.0%
Step 1	\$2,969	\$3,014	\$3,031
Step 2	\$3,041	\$3,088	\$3,105
Step 3	\$3,115	\$3,163	\$3,180
Step 4	\$3,191	\$3,239	\$3,257
Step 5	\$3,270	\$3,318	\$3,337
Step 6	\$3,350	\$3,401	\$3,418
Step 7	\$3,434	\$3,484	\$3,503
Step 8	\$3,528	\$3,571	\$3,588
Step 9	\$3,634	\$3,669	\$3,679
Step 10	\$3,830	\$3,779	\$3,779
Step 11	\$4,028	\$3,984	\$3,892
Step 12	\$4,227	\$4,189	\$4,103
Step 13	\$4,424	\$4,396	\$4,315

High School Spirit Line	2021-2022 4.0%	2022-2023 4.0%	2023-2024 3.0%
Step 1	\$4,103	\$4,179	\$4,217
Step 2	\$4,188	\$4,267	\$4,305
Step 3	\$4,275	\$4,356	\$4,395
Step 4	\$4,365	\$4,446	\$4,486
Step 5	\$4,457	\$4,539	\$4,580
Step 6	\$4,553	\$4,636	\$4,676
Step 7	\$4,676	\$4,735	\$4,775
Step 8	\$4,812	\$4,863	\$4,877
Step 9	\$4,955	\$5,005	\$5,009
Step 10	\$5,151	\$5,153	\$5,155
Step 11	\$5,348	\$5,357	\$5,307
Step 12	\$5,546	\$5,562	\$5,518
Step 13	\$5,745	\$5,768	\$5,728

## Appendix C: Coaching Stipends

### Position

Cheer	2021-2022 4.0%	2022-2023 4.0%	2023-2024 3.0%
Step 1	\$1,400	\$1,414	\$1,414
Step 2	\$1,442	\$1,456	\$1,456
Step 3	\$1,485	\$1,500	\$1,500
Step 4	\$1,530	\$1,545	\$1,545
Step 5	\$1,576	\$1,591	\$1,591
Step 6	\$1,623	\$1,639	\$1,639
Step 7	\$1,672	\$1,688	\$1,688
Step 8	\$1,722	\$1,739	\$1,739
Step 9	\$1,773	\$1,791	\$1,791
Step 10	\$1,827	\$1,844	\$1,844
Step 11	\$1,881	\$1,900	\$1,900
Step 12	\$1,938	\$1,957	\$1,957
Step 13	\$1,996	\$2,015	\$2,015

Middle School Athletic Director	2021-2022 4.0%	2022-2023 4.0%	2023-2024 3.0%
Step 1	\$3,497	\$3,547	\$3,563
Step 2	\$3,585	\$3,636	\$3,653
Step 3	\$3,675	\$3,728	\$3,746
Step 4	\$3,768	\$3,822	\$3,840
Step 5	\$3,862	\$3,919	\$3,937
Step 6	\$3,958	\$4,016	\$4,036
Step 7	\$4,056	\$4,117	\$4,136
Step 8	\$4,167	\$4,218	\$4,240
Step 9	\$4,291	\$4,334	\$4,345
Step 10	\$4,491	\$4,463	\$4,464
Step 11	\$4,689	\$4,670	\$4,597
Step 12	\$4,887	\$4,877	\$4,810
Step 13	\$5,084	\$5,082	\$5,023

### Appendix C: Coaching Stipends

Middle School: 8th Grade Coach: Basketball, Wrestling, Volleyball, Baseball, Track, Softball, and Spirit Line	2021-2022 4.0%	2022-2023 4.0%	2023-2024 3.0%
	Step 1	\$2,969	\$3,014
Step 2	\$3,041	\$3,088	\$3,105
Step 3	\$3,115	\$3,163	\$3,180
Step 4	\$3,191	\$3,239	\$3,257
Step 5	\$3,270	\$3,318	\$3,337
Step 6	\$3,350	\$3,401	\$3,418
Step 7	\$3,434	\$3,484	\$3,503
Step 8	\$3,528	\$3,571	\$3,588
Step 9	\$3,634	\$3,669	\$3,679
Step 10	\$3,830	\$3,779	\$3,779
Step 11	\$4,028	\$3,984	\$3,892
Step 12	\$4,227	\$4,189	\$4,103
Step 13	\$4,424	\$4,396	\$4,315

Middle School: 6th & 7th Grade Coach: Basketball, Wrestling, Volleyball, Baseball, Track, and Softball	2021-2022 4.0%	2022-2023 4.0%	2023-2024 3.0%
	Step 1	\$2,421	\$2,456
Step 2	\$2,481	\$2,517	\$2,554
Step 3	\$2,544	\$2,581	\$2,618
Step 4	\$2,608	\$2,646	\$2,684
Step 5	\$2,674	\$2,713	\$2,751
Step 6	\$2,739	\$2,781	\$2,821
Step 7	\$2,808	\$2,849	\$2,892
Step 8	\$2,885	\$2,920	\$2,963
Step 9	\$2,970	\$3,000	\$3,037
Step 10	\$3,170	\$3,089	\$3,120
Step 11	\$3,369	\$3,297	\$3,213
Step 12	\$3,566	\$3,503	\$3,429
Step 13	\$3,763	\$3,709	\$3,643

NOTE: If a coach moves from assistant to head coach, he/she will get the experience in that sport. Any employee off the top step schedule shall get the same increase as an employee on the schedule.